



NATIONAL SCIENCE FOUNDATION
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HRD 16-001

**Dear Colleague Letter: Directorate for Education and Human Resources (EHR),
Division of Human Resource Development (HRD), ADVANCE and AGEP Programs
- Employment Opportunity for Program Director (Open Until Filled)**

February 26, 2016

Dear Colleagues:

The Division of Human Resource Development (HRD) announces a nationwide search for rotator Program Director who will work in the ADVANCE and AGEP Programs at the National Science Foundation as well as the NSF-wide initiative INCLUDES.

Formal consideration of interested applications will begin **March 25, 2016**.

Program Directors have an unparalleled opportunity and responsibility to ensure NSF-funded research is at the forefront of advancing fundamental knowledge. In support of that, Program Directors are responsible for extensive interaction with academic research communities and industry, as well as interaction with other Federal agencies. Within this context, Program Directors solicit, receive and review small business research proposals, make funding recommendations, administer awards, and undertake interaction with research, entrepreneurial, and investment communities in these fields. They are also responsible for service to Foundation-wide activities and initiatives that together accomplish NSF's strategic goals to: 1) Transform the Frontiers of Science and Engineering, 2) Stimulate Innovation and Address Societal Needs through Research and Education, and 3) Excel as a Federal Science Agency. The position requires a commitment to high standards of intellectualism and ethical conduct, a considerable breadth of interest, receptivity to new ideas, a strong sense of fairness, good judgment, and a high degree of personal integrity.

HRD serves as a focal point for NSF's agency-wide commitment to enhancing the quality and excellence of science, technology, engineering, and mathematics (STEM) education and research through broadening participation by historically underrepresented groups - minorities, women, and persons with disabilities. Programs within HRD have a strong focus on partnerships and collaborations in order to maximize the preparation of a well-trained scientific and instructional workforce for the new millennium.

The goals of the ADVANCE program are (1) to develop systemic approaches to increase the representation and advancement of women in academic STEM careers; (2) to develop innovative and sustainable ways to promote gender equity in the STEM academic workforce; and (3) to contribute to the development of a more diverse science and engineering workforce. ADVANCE also has as its goal, to contribute to and inform the general knowledge base on gender equity in the academic STEM disciplines. ADVANCE projects support institutional transformation in STEM. As such, the projects are considered team research and are often multi- institutional and multi-disciplinary.

The Alliances for Graduate Education and the Professoriate (AGEP) program supports the development,

implementation and study of innovative models of doctoral education, postdoctoral training, and faculty advancement for historically underrepresented minorities (African Americans, Hispanic Americans, American Indians, Alaska Natives, Native Hawaiians, and Native Pacific Islanders) in STEM disciplines and/or STEM education research fields. It supports advancing knowledge about the underlying issues, policies and practices that have an impact on the participation, transitions and advancement of historically underrepresented minorities in the STEM academy.

NSF launched a new initiative: Inclusion across the Nation of Communities of Learners that have been Underrepresented for Diversity in Engineering and Science (INCLUDES), a comprehensive national initiative using a collective impact approach to increase the preparation, participation, advancement, and contributions of all scientists and engineering students, including those who have been traditionally underserved and/or underrepresented in all fields of STEM. HRD is a co-lead on INCLUDES and the rotator for this announcement will be involved in this initiative.

NSF Program Directors bear the primary responsibility for carrying out the Agency's overall mission - to support innovative and merit-reviewed projects in basic research and education that contribute to the nation's technical strength, security and welfare. To discharge this responsibility requires not only knowledge in the appropriate STEM and education fields, but also a commitment to high standards, a considerable breadth of interest in and receptivity to new ideas, a strong sense of fairness, good judgment, and a high degree of personal integrity. HRD is interested in an individual who has the working knowledge and experience working with a diverse group of individuals, have expertise in one of the STEM disciplines or in STEM education and in promoting diversity in academic STEM with emphasis on broadening participation of underrepresented groups and institutional capacity building. The successful candidate will have the ability to provide leadership across NSF and in the external scientific community and will work with the ADVANCE and AGEP Program as well as the NSF-wide initiative INCLUDES.

Qualifications: The position requires that the incumbent have a Ph.D. or Doctorate degree in a scientific discipline supported by the NSF, plus after award of the Ph.D., six or more years of successful research, research administration, and/or managerial experience that is relevant to broadening participation in STEM. Ideal candidates must have significant experience in teaching and research at the undergraduate or graduate level, or in a community college environment. The individual selected must be able to interact on a peer basis with senior scientific and managerial personnel throughout NSF, other Federal agencies, academia, university-level administrators and the private sector.

Highly desired is experience with graduate education, faculty development, institutional transformation, and broadening participation on top of the requirement for having done extensive independent research and published in any STEM discipline. Also desirable are knowledge of the general scientific community, excellent interpersonal skills and strong written and oral communication skills. All appointees/assignees are expected to function effectively both within specific programs and as part of a team, contributing to and coordinating with offices throughout the Foundation and with other Federal and state government agencies and private sector organizations. Federal and state government agencies and private sector organizations.

The Program Director position recruited under this announcement may be filled under one of the following appointment options:

Intergovernmental Personnel Act (IPA) Assignment: Individuals eligible for an IPA assignment with a Federal agency include employees of State and local government agencies or institutions of higher education, Indian tribal governments, and other eligible organizations in instances where such assignments would be of mutual benefit to the organizations involved. The individual remains an employee of the home institution and NSF provides the negotiated funding toward the assignee's salary and benefits. Initial assignments

under IPA provisions may be made for a period up to two years, with a possible extension for up to an additional two-year period. IPA appointments may not be converted to continuing appointments at NSF. For additional information regarding IPA positions, please visit the NSF website at: <http://www.nsf.gov/careers/rotator/ipa.jsp>.

Visiting Scientist Appointment: Appointment to this position will be made under the Excepted Authority of the NSF Act. Visiting Scientists, Engineers or Educators are on non-paid leave status from their home institutions and placed on the NSF payroll. NSF withholds Social Security taxes and pays the home institution's contributions to maintain retirement and fringe benefits (i.e., health benefits and life insurance), either directly to the home institutions or to the carrier. Appointments are usually made for a one-year period and may be extended for an additional year by mutual agreement. VSEE appointments may be convertible to permanent appointment at NSF. See <http://www.nsf.gov/careers/rotator/vsee.jsp> for additional information.

Temporary Excepted Service Appointment: Appointment to this position will be made under the Excepted Authority of the NSF Act. Candidates who do not have civil service or reinstatement eligibility will not obtain civil service status if selected. Candidates currently in the competitive service will be required to waive competitive civil service rights if selected. Usual civil service benefits (retirement, health benefits, and life insurance) are applicable for appointments of more than one year. Temporary appointments may not exceed three years; they may be convertible to permanent appointments at NSF.

For additional information on NSF's rotational programs, please see "Programs for Scientists, Engineers, and Educators" on the NSF website at <http://www.nsf.gov/careers/> and <http://www.nsf.gov/careers/rotator/microsite/>.

Applications will be accepted from US Citizens. Recent changes in Federal Appropriations Law require Non-Citizens to meet certain eligibility criteria to be considered. Therefore, Non-Citizens must certify eligibility by signing and attaching this [Citizenship Affidavit](#) to their application. Non-citizens who do not provide the affidavit at the time of application will be considered as an IPA only. We also ask that you complete and submit the [Applicant Survey Form](#). This will help NSF to ensure that our recruiting efforts are attracting a diverse candidate pool; it will be used for statistical purposes only.

HOW TO APPLY

Applicants should provide a cover letter with ADVANCE Program in the subject line of the email. Please submit a current CV and statement of interest to hrdrecruit@nsf.gov.

HRD Program Director Search Committee
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HIGHLY QUALIFIED STAFF THAT REFLECTS THE DIVERSITY OF OUR NATION**